Federation celebrates centenary - see Pages 6 to 9

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View from the chair

By Maria Henry, chair of Gwent Police Federation

As this is the last edition of our members’ magazine for this year, it seemed appropriate to look back on the events of 2019.

It has, of course, been a very busy year for the police service as, once again, officers have done their utmost to serve and protect their communities despite seemingly ever-increasing demand and reduced resources.

From a Force perspective, we have seen big changes at the top with a new Chief Constable, DCC and ACC all taking their posts during the year.

Within the Federation branch, there have been changes too with Vickie Day retiring as secretary and Nicky Ryan taking over. You can read more about Nicky on Pages 10 and 11.

For me, the year has had the usual mix of ups and downs.

On an extremely positive note, I cannot tell you how proud I was to accompany our very own PC Kelda Griffiths to this year’s national Police Bravery Awards. The bravery awards ceremony is one of the real highlights of the policing year, giving us the opportunity to pay tribute to colleagues who put their lives on the line to protect the public.

Kelda fought off a frenzied attack despite already having her arm in plaster from a previous assault and, despite her clear bravery, said she was overwhelmed to be named as one of the seven regional bravery award winners. For me, it was a real high point of what has in many ways been a tough year in policing.

I also, for the first time, attended the National Police Memorial Day, accompanied by the families of two fallen officers from Gwent. It was a very emotional day, serving to remind me how important these events are to the families left behind when a police officer dies on duty. You can read more about the memorial service on Page 15.

But, before I touch on some of the difficult times this year, I just wanted to mention a few other positive developments this year; firstly, our 2.5 per cent pay rise.

For the first time in three years, the Government honoured the recommendations of the Police Remuneration Review Board (PRRB). We may not have got the increase the Federation sought – it’s submission to PRRB called for a three-year pay deal with a five per cent uplift each year – but I do think it’s significant that the Government respected the PRRB recommendation. Don’t get me wrong – and our pay and morale survey results (see Page 4) support this view – police officers, who have seen their pay cut in real terms in recent years, deserved more but this is definitely a step in the right direction.

We are also seeing pledges to re-invest in policing which, of course, we also welcome. And we have seen more tangible evidence that the police service is not just talking about wellbeing but is actually acting on wellbeing. Our Force has always been better than most in this area, I think, and we have recently had a very successful wellbeing day (see Page 5). This will be followed up with another day in 2020 so I hope we – and other forces - can build on these.

By contrast, in looking back over 2019, it has not been difficult to identify some notable low points. We all feel it when a police colleague is killed in the line of duty. But I think the tragic death of PC Andrew Harper of Thames Valley Police deeply affected us all. Our thoughts remain with his widow, his parents, his family, his friends and, of course, his Thames Valley colleagues.

Sadly, on 21 August 2019 we lost PC 1792 Rhys Kelleher. Rhys was only 28 when he passed and had been an officer since 2017. Despite being a member of Gwent Police for a short time, he made a huge impact on everyone he worked with.

Unfortunately, 2019 also saw another rise in the number of assaults on police officers and there seemed to be an increase in vehicles being used as a weapon against officers with several receiving serious injuries in incidents which could so easily have resulted in further fatalities.

Thankfully, we are now hearing noises about even tougher sentences for those who assault police officers and other emergency service workers along with better legal protections for police drivers.

Away from politics, 2019, the year that the Police Federation of England and Wales celebrated its centenary, also proved to be memorable for a couple of the wrong reasons.

In March two cyber-attacks affected databases and servers at the Federation’s Leatherhead headquarters, causing massive disruption to Federation branches across England and Wales.

As a direct result, the Federation’s annual national conference, which gives delegates nationwide the opportunity to hear first-hand from politicians, police leaders, other stakeholders and, perhaps most importantly, fellow officers, was cancelled. Personally, I was really disappointed that this decision was taken and I think this is why, at least in part, a Federation centenary event in London on 21 November had a mini-conference feel about it rather than a genuine celebration of what the Federation has achieved in the last 100 years.

Finally, I would just like to end by thanking members for their continued commitment to serving the people of Gwent. With Christmas approaching, I know there will be many of you who won’t be able to spend as much time as you would like with your families but I hope that you all have the chance to celebrate the festive season with your loved ones. I wish you all a merry Christmas and a happy new year. Stay safe.
Almost half the Gwent officers who responded to a national Police Federation survey on pay and morale said they worried about the state of their personal finances either daily or almost daily.

The figure worried about money, 48 per cent, was in line with the national response to this element of the survey which was 51 per cent.

The Gwent results also revealed:

- 85 per cent do not feel fairly paid for the stresses and strains of the job
- 78 per cent do not feel fairly paid for the hazards faced within their job
- 69 per cent of respondents were dissatisfied with their overall remuneration - including basic pay and allowances
- 70 per cent of respondents felt they were worse off financially than they were five years ago, and
- 12 per cent reported never or almost never having enough money to cover all their essentials.

“The survey results are quite alarming,” says Maria Henry, chair of Gwent Police Federation, “But I am not really surprised. Officer pay has fallen in real terms during the years of austerity and cuts to police budgets.

“Police officers join the police service to serve their communities and in doing so they put their lives on their line to protect the public. They deserve to be fairly paid for the unique role they play in society.

“The results of this survey should make politicians sit up and take notice. I would like to see efforts to redress the issues officers have raised with their responses. Police officers should not be worrying about their finances on top of dealing with the stresses and strains of their job.”

In addition to the officers’ views on pay, the survey also revealed that almost half (47 per cent) of Gwent officers felt their morale was low, the ninth lowest, while four out of five (80 per cent) felt morale within the Force was low.

The reasons given for low morale included pay and benefits, including pensions (77 per cent), how the police as a whole are treated (74 per cent) and management of change within the police (73 per cent).

A total of 62 per cent of respondents from Gwent Police said that they would not recommend joining the police to others and one in 10 said they intended to leave the police service within the next two years or as soon as possible. The reasons they gave for wanting to leave included: the impact of the job on their health and wellbeing (94 per cent), their morale (87 per cent), the impact of the job on their family/personal life and how the police as a whole are treated (both 81 per cent).

The Police Federation pay and morale survey is carried out each year. It was carried out between June and August this year. A total of 184 responses were received from Gwent Police officers, a response rate of 14 per cent, compared with a national rate of 16 per cent of Federated ranks across England and Wales.
early 200 officers and staff attended the Gwent Police Mental Health and Wellbeing Awareness Day at the Parkway Hotel in Cwmbran in October.

The event was organised by DC Michelle Thorne, Alicia Quartermaine, Chief Inspector Richie Blakemore and Inspector Tony Patey.

The speakers included nutritionist Joanne Corvini who explained how the body is affected by stress and why we reach for the crisps and chocolate, offering advice on how to combat that.

David Byfield from the Welsh Institute of Chiropractic (USW) talked about how to prevent back and shoulder pain.

The highlight of the day was an input from Mark Pearl and Esmee Gummer who took part in SAS Who Dares Wins which was televised a few months ago. They gave tips on how to motivate yourself when you weren’t feeling like it and how to improve your general fitness.

Louise Thomas from the occupational health unit was on hand to administer flu jabs to the front-line staff and also offer advice while Gareth Dino talked about how the police rehabilitation centre, Flint House, benefited him when he attended. Care First and the Group Insurance Scheme also gave presentations to show how officers and staff can benefit from their help.

Det Ch Supt Nicky Brain opened and closed the day and Chief Constable Pam Kelly said: “Feedback that I’ve received from the wellbeing day hosted in the Parkway Hotel has been superb. The organisation was first class and I know how helpful those sort of days are.

“Following on from this I’m now keen to host a further wellbeing day as soon as possible. Wellbeing is a priority of mine and the wellbeing of our officers and staff is absolutely critical. A big thank you to all those involved in the organisation and delivery of the day. I can confidently say that you have, without doubt, positively impacted people in the room.”

Raffle prizes were also given out including bike rides, escape rooms, white water rafting and various restaurant and eatery visits.

“Michelle Thorne worked especially hard to source the majority of those, so a big well done to her,” says Maria Henry, chair of Gwent Police Federation, “Gareth Peebles spent his lunchtime singing to everyone and received thunderous applause so I can certainly recommend listening to him if he’s ever appearing at a venue near you.

“Another day is scheduled for early spring-time next year, hopefully, so please keep an eye out for it and make an effort to attend if you can.”

Chair issues statement on pensions

The Police Federation will continue to do the best it can for all members in relation to the ongoing legal process regarding the 2015 pension scheme, national chair John Apter has re-iterated in his latest statement on the issue.

John also confirms that the Police Federation of England and Wales (PFEW) will represent the interests of all members, ensuring no one is left behind.

“The whole pension situation is a complex one and there are still many unknowns. However, I give you my word that PFEW will continue to do the best we can for all our members in what is a difficult and challenging situation,” said John.

“Once I am in an informed position to announce how these changes will affect you directly, I will let you know.”

The Federation published the blog at the start of November just days after it was one of seven staff associations representing officers across the UK to be granted interested party status in the Employment Tribunal considering the remedy over discriminatory aspects of the scheme.

The Government has also confirmed that the remedy will apply to all officers discriminated against not just those who have lodged a claim.

The national chair wrote: “This is also good news as it effectively means that the same benefits will be received for all officers who were discriminated against, without the need to submit a claim to receive this benefit.

“What is yet to be decided upon is whether any compensation will be awarded to the claimants in addition to the discrimination being remedied. This will be decided by the Employment Tribunal during the course of 2020 after they hear and consider evidence of any suffering caused by the discrimination.”
The ‘bravery, commitment and sacrifices’ of police officers have been praised by the Home Secretary.

Priti Patel said it had been ‘humbling’ to meet some of the ‘most remarkable officers’ from across the country, during her three months in post.

She was addressing 700 officers and invited guests included chief constables and PCCs at a Police Federation of England and Wales celebratory event organised to mark the organisation’s 100-year anniversary. The event was held at Methodist Central Hall in Westminster, London where the Federation’s first conference was held in 1919.

The Home Secretary said: “Your courage, dedication and public service has been truly moving. I’m hugely honoured that my job is to help you do all of yours. From physically taking on violent and ruthless criminals, to breaking heart-wrenching and tragic news to bereaved families.

“From handling some of the most devastating and atrocious tragedies to bringing safety and security to the communities in which we all live. You are always there. And for that, I salute you all.”

The Home Secretary recalled that when her parents first moved to the UK they set up a corner shop and were victims of theft, abuse and burglary, before adding: ‘I will never forget the support shown back then to my family by the police, as well as the local community.”

Speaking about the dangers officers face, she said: “Each day, I ask myself, do people truly understand how unpredictable, dangerous and challenging the work of a police officer is?

“Because, I worry the people posing the threats you face are ever more callous. The job we ask you to do is ever more complex and dangerous. That is why I want to make it clear that I am on your side and that I’ve got your back.

“I recognise the bravery, commitment and sacrifices of both serving and former officers. And I stand with you; the brave men and women of our police.”

She paid tribute to PC Andrew Harper, the Thames Valley officer killed while on duty earlier this year, describing him as a hero.

The Home Secretary said she was committed to strengthening the relationship between the Police Federation and the Home Office, adding the 100-year anniversary of the Federation was a ‘remarkable achievement’.

She also spoke about how one of her highlights as Home Secretary, so far, had been working with Federation chair John Apter, saying it is ‘completely right that he is holding myself and the Government to account on our commitments’.

One of her first acts as Home Secretary was to begin the recruitment of 20,000 extra police officers and she also said she believed it was the job of the Home Secretary to give police officers the protection they need and empower officers to do their jobs, hence the £10 million of ring-fenced funding for Tasers.

She told the hall: ‘As crime becomes more violent, the assaults are increasingly brutal. Many of you will have been hurt. Many of you will have seen friends and colleagues subject to abuse in the line of duty.

“It takes extraordinary courage to keep running to the front-line to face that threat, day in day out. But, for you, your sense of duty comes first.”

She concluded: ‘As long as I am Home Secretary, I will always give you the backing you need to keep yourselves and the public safe. So that, together, we can stand for the forces of right, and against the forces of evil.

“Policing is a job like no other. Every day, in every town or city, police officers perform thousands acts of bravery, humanity and compassion.

“You are the ones society expects to run towards danger, to protect the vulnerable and to keep us safe.”
Is it time for a Royal Commission on policing?

The national chair of the Police Federation of England and Wales believes now is the time to shape policing for the next 100 years and pave the way for change.

John Apter was speaking in front of Federation members and reps from across England and Wales, as well as the Home Secretary, at the centenary event.

The national chair heaped praise on Fed reps, calling them the ‘backbone’ of the organisation, and said 60 years on since the last Royal Commission he believed the time was right to ask the public what they wanted from their police.

“In that 60 years the UK population has increased by more than 14 million people, who all need the police. That’s why I genuinely believe that the time has come to ask the public what they want from their police: is the current model of policing right for the next 100 years?” he asked.

“We have a funding formula which sees a disparity in what people in one force area can get compared to those from another. It’s a postcode lottery of funding that is grossly unfair. We have a structure of 43 separate forces. Is this right?”

Much of his speech was centred around the Federation reps, as without them the Federation would not exist as it does.

“The welfare of our colleagues is what drives us; it motivates us all. Looking out for, and looking after our colleagues, is what we do. And let’s not be ashamed to say, we do it really well,” he said.

“I know many of you juggle your day job as a police officer with that as a Fed rep, very often working in your own time for those you represent, often without thanks or recognition. Well, today we give you that thanks, and that recognition.”

Looking back at the last 100 years, John spoke about how the early years of the Federation were consumed with police pay, with little time for welfare and support issues.

He went on to highlight the most recent successes – the increase in funding for Taser, the Police Covenant, which will provide greater protection and support for officers suffering physical or psychological trauma, and the Protect the Protectors campaign which resulted in harsher sentences for those who assault blue-light workers.

And he paid tribute to officers who have lost their lives in the centenary year:

PC Andrew Harper, Thames Valley Police
PS Colin Fox, Metropolitan Police
PC Kevin Flint, Thames Valley Police.

He concluded by saying the Federation would continue to work with the Government but in return officers needed to be treated with the recognition and respect for the difficult, dangerous and demanding job they do and should be paid fairly.

He said: “The Fed reps of 100 years ago built the very foundations of our organisation. We are now building the legacy. Together, united, we will continue to do the very best for those we represent: Our colleagues and our members who deserve nothing less.”

Policing priorities considered in panel session

The starting salary for new recruits is ‘unrealistic’ and will ‘definitely’ make recruiting 20,000 new officers harder – according to the chair of the National Police Chiefs’ Council (NPCC).

Chief Constable Martin Hewitt made the comments when he was part of a panel session on policing priorities at the centenary event.

He was asked whether a starting salary of £18,000 will affect the ability to recruit 20,000 officers and replied ‘definitely’.

He continued: “What we’ve found is starting salaries differ considerably around the country, but I don’t think that figure is a realistic figure for someone who is coming into policing.

‘When we put the bid in to the Home Office for the funding, we set a mid-level range. We’ve got to have those conversations because we want people to come in with certain skills and aspirations.

“We’ve got to work to get to a point where the starting salary is an acceptable starting salary and the ability for someone to earn more as they progress in their career is there.”

Sir Thomas Winsor, HM Chief Inspector of Constabulary, who was also on the panel, said to improve diversity within the police service recruitment had to be based on merit and policing had to be made as attractive as possible through pay and conditions.

He also said that reforms on over-time and linking pay rises to performance in terms of skills and contribution could have ‘been more radical’ when he was asked if he would change anything in the two reports published following his independent review of police officer and staff remuneration and conditions, in March 2011 and March 2012.

Earlier in the session, he was critical of the state of the whole justice system, calling it dysfunctional and citing, among other things, the state of prisons and the outsourcing of probation. The key challenges ahead would include implementing the 20,000 new officer uplift and the increased complexities of crime and he called investment in new technology ‘the golden key’ to tackling crime. He also expressed concerns around officer welfare.

Other topics discussed in the panel session included increasing pressure put on officers to respond to mental health call-outs, with the director of the College of Policing, Bernie O’Reilly, saying officers were not the best equipped to do so.

Sir Thomas warned the pressure being put on forces is ‘unsustainable’ with officers under ‘intolerable strain’ due to failures within other public services.

The panellists also gave their views on the need for investment in technology, whether 43 forces was the right model for policing and boosting diversity within the service.
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Three officers who had received excellent support from the Federation explained how the organisation makes a difference to its members in a centenary event session called ‘What matters most.’

Custody Sergeant Zoe Bradstreet from Surrey Police explained how the Federation was continuing to provide support during a four and a half year – and ongoing – case involving a death in custody.

On Day 1, she said, the Federation was there for her, offering her a comfort blanket and virtual hug. Crucially, Zoe explained, the Federation could see the signs of stress within her and the impact the case was having on her husband and her children, pointing her towards counselling which had helped give her strategies to cope. The Federation, Zoe added, had become like family to her, providing support 24 hours a day when she needed it.

Ché Donald, vice-chair of the Federation, said the impact of such cases on individual officers was phenomenal with many being made to feel like criminals when they were just doing their jobs. The psychological impact could last a long time, he explained, with there being nothing worse than being accused of something you hadn’t done.

This was also picked up on by James Holden, a Hampshire response driver, who was prosecuted for dangerous driving after what he felt was an ‘uneventful pursuit’ involving an offender with 150 convictions.

His Fed rep was the now national chair John Apter.

“I can’t thank John enough,” said James, who is now a Fed rep himself on the Isle of Wight.

Acquitted at court after an eight-day trial, he said the build-up to the hearing really took its toll on his mental health and that of his wife, also a serving police officer.

Ché told the audience that while it was right for there to be inquiries to find out what has happened, particularly in relation to the loss of life, it shouldn’t be a witch-hunt and nor should it be assumed that someone has done something wrong rather than it being appropriate police action in dangerous situations. Inquiries into officers were often taking longer than murder investigations.

Mick Johnson, a Cleveland officer with 28 years’ service, explained how he was treated for PTSD after an incident in which he ended up with a relatively minor physical injury but a massive impact on his mental health.

Repeated exposure to traumatic incidents meant that around 20 per cent of officers are thought to be suffering from PTSD and this is why the Federation, Ché said, believed there should be a wraparound welfare provision for all officers, something that had been developed over the last 10 years through mental health support programmes, for example, at the Flint House rehabilitation centre and the Welfare Support Programme.

He also called on officers to support each other, by asking colleagues if they are OK and encouraging them to talk about how they are feeling but urged forces to invest in preventative tools rather than reacting when someone has a mental health crisis.

Some forces were talking the talk, he said, but not walking the walk with policies in place but no evidence of what they were actually doing. The Police Covenant could help to ensure there is not a postcode lottery in terms of the support available to officers.

Sentences for those who chose to assault police officers could be doubled, the Home Secretary has announced.

Violent offenders who assault officers, and other emergency service workers currently get up to 12 months in prison but this could rise to two years, following the announcement by Priti Patel.

She made the pledge at the centenary event, saying: “One of the first acts of the next Conservative Government will be to consult on doubling the maximum sentence for assaulting police officers and other emergency service workers, taking the maximum sentence from 12 to 24 months in prison.

“We are going to make the thugs who attack police officers think twice.”

The Assaults on Emergency Workers (Offences) Act 2018 was introduced in November 2018 following the Federation’s successful Protect the Protectors campaign which called for a two-year sentence where assault or battery was committed against a colleague.

Ms Patel said: “I’ve been appalled by the increasing numbers of assaults on our brave police officers and am not going to stand for it.

“Part of the solution is giving police the resources and powers they need to keep themselves safe but we also need to make sure that the punishment for assaulting an officer truly fits the crime.”

In the last year alone, there were more than 30,000 assaults on police officers in England and Wales – up 18 per cent. As many as one in four serving officers were attacked.
Nicky Ryan became secretary of Gwent Police Federation in July this year following the retirement of Vickie Day. Nicky has taken part in our Q and A feature to give an insight into her career to date, her time with the Federation and her thoughts on the challenges ahead for officers, the Force and the Police Federation.

Q. What did you do before joining Gwent Police?
A. I was in the RAF working in tri-service communications establishments. It allowed me to travel the world and do my growing up in a fairly safe environment. Thank goodness there was no social media back then!

Q. When did you join the Force?
A. March 1996.

Q. Had you always wanted to be a police officer? Please explain why:
A. Yes, I always wanted to be an officer. When I was five or six we had a family friend who was a detective - thinking back, he was totally Life on Mars! - but he was the most exciting person I had ever met. He influenced my decision hugely.

Q. What would you have done if you hadn’t joined the police when you did?
A. I would probably have stayed in the RAF... but I also say that if I didn’t join the police I would have tried to become a local radio DJ as I love music and I would have a soap box for my broad and controversial opinions.

Q. Where was your first posting?
A. Brynmawr - a cold but brilliant place to learn your craft.

Q. Can you give a brief overview of your policing career to date?

Q. When did you first become a member of Gwent Police Federation?
A. 1996.

Q. Had you ever fallen into the ‘what does the Fed do for me’ camp?
A. Yes, it quickly passed.

Q. When did you first become a Federation rep, and why?
A. 2013. I had used the Federation to get my flexible working agreed when I had caring responsibilities and in 2008 when I challenged the Force around a matter of fairness. I realised that the Federation provided me with practical advice but is also actually the measured voice of reason.

Q. Did you find there was a lot more to the Federation than you originally thought?
A. Oh yes!

Q. What Fed training have you undertaken, and what further courses do you have lined up?
A. Equality, misconduct, treasurer’s and post-incident procedures (PIP) training. Federation-wise I need to maintain my CPD, but I also think that it is important to undertake Force training so that I am aware of local current policies and procedures.

Q. What did you find the most challenging part of being a workplace rep?
A. Time. Trying to juggle a full-time role, with the part-time Fed work and my home life.

Q. And what was the most rewarding?
A. Ensuring that members are treated fairly and getting an outcome which is acceptable for the member but also fits what the Force needs.

Q. What made you put yourself forward as a candidate to be secretary?
A. It was the natural next step having been a part-time rep for so many years.

Q. How did you feel on being elected?
A. Shocked, surprised but very pleased.

Q. How’s it going?
A. It is a very steep learning curve and I was not prepared for the volume of work that comes through the door.

Q. What do you see as your priorities in the coming months and over the next year?
A. Getting our Fed reps trained and involved so that they have the knowledge to provide a service for members in the future. Supporting Chief Constable Pam Kelly with her welfare priorities with different initiatives.

Q. What do you see the challenges ahead for... Police officers?
A. The workforce is going to be very young and...
inexperienced for many years to come with increased pressures due to external stakeholders processes such as the Crown Prosecution Service and Independent Office for Police Conduct.

The Force?

An increasing amount of scrutiny on the Force (some justified, some not justified) from other bodies.

The police service?

Political fragility and the mission creep of the police in relation to other agencies not undertaking their role. However, I truly believe the Force is working hard to ensure that we are not undertaking as much work as which should sit with other agencies as we were.

And Gwent Police Federation?

Ensuring that we have experienced reps to provide a service to members in the future.

Q. How will you help meet these challenges?

A. By representing members and taking issues to the chief officer team to try to provide early resolutions.

Q. What message would you like to send to the members?

A. Police Regulations and the Working Time Regulations are in place to protect officers.

‘It feels the right time to give something back’

After nearly 25 years as a member and having used the Federation’s services on numerous occasions, Sergeant Steve Thorpe has now become a workplace representative.

Steve accepted his place on the Gwent Branch Council in May 2019 and he is looking forward to giving something back to other officers.

Thinking back to why he originally joined, he says: “I joined after a presentation in my first couple of weeks at Police HQ in 1995. The Federation came and explained the risks of not being a member and, of course, the benefits.

“It was clear to me, even then, that I wasn’t prepared to risk being a non-member and not having the support, especially when so young and naive about the risks. It is really easy to get bound up in the romance and nobility of what we do and ignore the gritty, dirty side that offers up the real risk and danger.

“Throughout my career, I have come across the good, the bad and the ugly and utilised the Federation on more than one occasion. It just feels the right time to give something back to the officers coming through.”

Steve’s training is in full swing, having been on a new reps’ course at Federation HQ and by the end of the year he will have also attended courses on equality and misconduct.

Steve says: “I think like most people, I wanted to help officers going through a misconduct but actually I am happy to get involved in all aspects of Federation work.

Annalea Keen to Help Colleagues

Annalea Kift decided to become a Federation representative to improve her ability to help colleagues in times of need.

Annalea, who has been a police officer for 22 years, explained: “I initially joined the Federation in 1997 during my training because I wanted to benefit from the protection that it afforded me and it was much cheaper than if I ever needed other professional and legal services.

“I became a workplace rep earlier this year in order improve my knowledge of working conditions, policy and regulations, and to assist others in their understanding and help them in times of need.”

It is conduct and performance that interests Annalea the most and, having completed her initial reps’ course at the Police Federation HQ in Leatherhead, she is looking forward to follow-up courses on that subject and also equality.

Annalea has worked all divisions in Gwent, with the exception of Torfaen, and most of her service has been at Blaenau on response or neighbourhood as a neighbourhood ward officer in Ebbw Vale.

She is currently seconded to a Community Houses Project until Christmas and added: “Police services nationally, including Gwent, have suffered over the past years due to severe funding cuts. But I live in hope that promises of increased funding and investment in resources from political parties comes to fruition.”
Group Insurance Scheme - can you afford not to be in it?

The Gwent Police Federation Group Insurance Scheme has long offered comprehensive insurance cover tailored to the needs of police officers and their families but now the scheme has been extended to members of police staff.

The scheme, managed in partnership with Philip Williams and Co Insurance Management, includes life insurance, sick pay benefit, worldwide family travel insurance, motor breakdown cover for the member and their partner and mobile phone insurance, again for the member and their partner.

Serving officers and staff pay £27.50 for the insurance with their benefits including:

- £120,000 life insurance
- 20 per cent advance on life insurance on terminal prognosis
- £10,000 critical illness cover
- On duty assault benefits
  - Firearm - £1,500
  - Stabbing - £750
  - Burns causing disfigurement or scarring – up to £5,000
- Unrecovered criminal court compensation of up to £500

Partner cover can be arranged for £10.80 per calendar month.

Full details can be found in the scheme benefits booklet which can be found at gwentpf.org

**Life insurance**

On the death of a member or subscribing co-habiting partner, the cash benefit will be paid to the named beneficiary. The policy is written in Trust so that if a member dies, the payment can be made to the member’s dependants quickly, free of tax and without having to wait for probate.

Members are reminded to ensure they keep their nominated beneficiaries’ details updated – particularly upon marriage, divorce or re-marriage.

If a member aged 63 or under receives a terminal prognosis of 12 months or less, they may apply for an advance of the death benefit of 20 per cent of the relevant sum insured.

You can also arrange additional life insurance cover for an extra fee.

**Critical illness**

The benefit will be payable if a member, member’s subscribing co-habiting partner or their child, aged from 30 days to 17 years, suffers from an insured illness and survives for more than 14 days from the date of diagnosis or surgery.

Full details and definitions for the illnesses covered can be found in the scheme booklet which is available under the Group Insurance Scheme at gwentpf.org but they include Alzheimer’s disease, bacterial meningitis, benign brain tumours, a heart attack, first-degree burns, Motor Neurone Disease, Parkinson’s Disease and strokes.

**RedArc - Personal Nurse Adviser**

RedArc gives access to a dedicated Personal Nurse Adviser, who is an experienced registered nurse, providing long-term practical advice and emotional support for:

- Serious physical illness
- Long-term disability
- Patients discharged from hospital.

The support of the Personal Nurse Adviser is tailored to meet the unique needs of each individual, including but not limited to: addressing unanswered questions about a diagnosis and all its implications;
understanding options for treatment or medication; helping with medical terminology; coping with the emotional effects of illness; discussing what home adaptations or specialist equipment is suitable; understanding entitlements from the NHS and social services and how to access these; providing literature and resources relevant to the health condition; identifying charities and local support groups and preparing to return to work. When clinically appropriate, other help may be arranged such as a course of therapy.

Personal Nurse Advisers are available during office hours, Monday – Friday. There is no limit to the frequency, duration or number of phone calls.

World-wide family travel policy
This covers the member, their co-habiting partner and any number of their unmarried dependant children aged under 23, all normally resident in the family home, for any number of trips in any year up to 60 days per trip. It covers travel worldwide and in the United Kingdom.

The main sections of cover are:
- Cancellation and curtailment up to £5,000
- Emergency medical expenses up to £10,000,000
- Personal baggage up to £2,000
- Personal money up to £1,000
- Personal liability up to £2,000,000
- Personal accident up to £25,000.

UK motor breakdown
Comprehensive motor breakdown cover for the members and their co-habiting partner including:
- Roadside Assistance/Recovery
- Home Assist
- Alternative travel
- Emergency overnight accommodation
- Misfuel Assist
- Message service
- Keys.
“It’s nice to relax knowing my divorce settlement is sorted.”

Getting a divorce is never easy, especially on top of the pressures of police work. At Slater and Gordon we offer Police Federation members a free initial consultation, a divorce fixed fee package and discounted hourly rates. We’ll be with you every step of the way so you can focus on your job and let us deal with everything else.

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Authorised and Regulated by the Solicitors Regulation Authority
The Prince of Wales joined the congregation at this year’s National Police Memorial Day service at the Royal Concert Hall in Glasgow. He joined officers from across the UK at the service to stand alongside the families of fallen officers.

Gwent Police Federation was represented by chair Maria Henry and misconduct and performance manager Sue Connikie who accompanied a group of the family members of fallen officers from the Force.

“It was a lovely weekend but very emotional,” says Maria, “At the start of the service, a band of bagpipe players marched into the hall and that gets to me every time.

“The service was a fitting tribute to those officers who have died in the line of their duties and it was, as ever, good to see the whole police service come together to show their families that they are never forgotten.”

Scotland’s First Minister Nicola Sturgeon and more than 40 chief constables were among the congregation of around 1,500 people.

Home Secretary Priti Patel gave a reading and said: “Today is a day to remember the bravery, commitment, and sacrifices of police officers who have died serving their country.”

Prayers were led by Marilyn Bromilow, the sister-in-law of PC John Edward Bromilow who was fatally injured in 1979 in a patrol car crash while escorting a prisoner; Chief Inspector Gill Marshall of Police Scotland, widow of PC Alan McMurray who died in 2006 when he was struck by a van at the scene of an accident, and Stephen White, chair of the Royal Ulster Constabulary George Cross Foundation.

Candles were lit by relatives of fallen officers throughout the country who have lost their lives.

Representing Scotland, Margaret Sinclair, supported by her daughter, Patricia Sinclair, wife and daughter of PC Leslie Sinclair who died in 1972 from injuries suffered in a road traffic collision while on duty.

Representing England, Rumbie Mabuto, widow of PC Joe Mabuto who died in 2016 after suffering a heart attack while on duty, and supported by their children, Kenny and Sophia.

Representing Wales, William Parker, son of PC Andy Parker who was killed in a motorbike crash when travelling home after a night shift in 2005.

Representing Northern Ireland, Margo Hetherington, daughter of Reserve Constable Jacob Rankin, Royal Ulster Constabulary George Cross, who was fatally shot in 1978 by terrorists while on duty.

Chief Inspector Andrea MacDonald, chair of the Scottish Police Federation, read the names of officers who have lost their lives during the past year:

PC Joseph Robert Cooke, Metropolitan Police.
PC Daniel Clayton-Drabble, Thames Valley Police.
PC Kevin Flint, Thames Valley Police.
PS Colin Michael Fox, Metropolitan Police.
PC Andrew Harper, Thames Valley Police, and
PC Roy Buggins, Police Scotland.

The service also paid tribute to US Special Agent Nole Remagen who died while on duty in Scotland.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played ‘Abide With Me’ and the Last Post was sounded.

Police officers must be consulted before any plans to move responsibility for policing away from Westminster and to the Welsh Assembly, says Mark Bleasdale, Welsh lead for the Police Federation of England and Wales (PFEW).

Mark, who is also chair of Dyfed Powys Police Federation, was commenting after the Commission for Justice in Wales made 78 recommendations about the future of the justice system in Wales following a comprehensive review led by former Lord Chief Justice of England and Wales Lord Thomas of Cwmgiedd.

They include backing for a fully devolved police service in Wales governed by the Welsh Government – replicating arrangements already in place in Scotland and Northern Ireland.

Mark said: “Lord Thomas and his commission have whole-heartedly backed a shift of the whole justice system in Wales - including policing - from Westminster to Cardiff. PFEW remains neutral on the matter of devolved policing.

“However, in our detailed evidential submission to this commission, and the Silk Commission before it, we concluded that policing in Wales ‘could be devolved’ but that the decision of whether it ‘should be devolved’ is a matter for politicians. And we will now see how they react to this latest report.”

He also stressed that if the commission’s recommendations are accepted by the Welsh and Westminster Governments any changes must be done in full consultation with not just police officers but also criminal justice stakeholders and in consideration of the public’s needs.

Mark added: “The Police Federation must be at the heart of any the planning and implementation of any changes to ensure our members are best represented.”

And he concluded: “Whatever lies ahead, police officers in Wales will continue to do what they do day in day out - serve their communities to the very best of their ability.”

The report does not make any recommendation in relation to the concept of a single Wales Police Force instead stating ‘this should be a decision for the future’. However, the recommendations do include:

- The creation of a new Justice Department within the Welsh Government led by a Cabinet Minister
- Long-term arrangements for police apprenticeship funding which do not disadvantage Welsh police forces compared to their English counterparts to be agreed by the Welsh Government and the Home Office
- Policing and crime reduction policy, including drug abuse and mental health related issues, should be determined in Wales so that it is aligned and integrated with Welsh health, education and social policy, and
- The age of criminal responsibility in Wales being raised to at least 12.

The Ministry of Justice says it believes devolution of all justice functions in Wales would be too costly and lead to significant duplication.
“Now the pressure’s gone, I can get back to my police work.”

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